

Message Text

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ACTION ARA-10

INFO OCT-01 ISO-00 FS-01 PER-01 SSO-00 ARAE-00 /013 W

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FM AMEMBASSY MONTEVIDEO

TO SECSTATE WAHDC IMMEDIATE 0003

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E.O. 11652: N/A

TAGS: AFSP, UY

SUBJ: LOCAL EMPLOYEE COMPENSATION

REF: (A) MVD 3552 AND (B) STATE 251717

1. SINCE IN ABSENCE OF DATA, DEPARTMENT INCLUDED COMPANY SOURCES H AND R AT ZERO OPTIONAL INCREASE ABOVE MANDATORIES, THUS ARRIVING AT INTERIM 11.8 PERCENT INCREASE, EMBASSY MADE RPAID CHECK OF THESE TWO SOURCES TO COMPLETE THE 13 CON-

TAINED IN OUR 1973 SURVEY. RESULTS SHOW COMPANY SOURCE R GAVE TOTAL OF 20 PERCENT OPTIONAL INCREASES ABOVE MANDATORIES FOLLOWING NOVEMBER 1, 1974 AND APRIL 1, 1975 DECREES. COMPANY SOURCE H GAVE 20 PERCENT OPTIONAL ABOVE MANDATORY FOLLOWING NOVEMBER 1, 1974 DECREE. THIS SOURCE OVER PAST TWO YEARS HAS ALSO GIVEN SELECTED INCREASES TO ABOUT 50 PERCENT OF STAFF (WHITE COLLAR) RANGING FROM 40 TO 100 PERCENT. WE WOULD HAVE DIFFICULTY IN EVALUATING THESE INCREASES AND THEREFORE HAVE CONFINED OUR CALCULATIONS ONLY TO OPTIONAL 20 PERCENT GRANTED. HOWEVER, WE MENTION OTHER INCREASES OF THIS SOURCE AS ADDING FURTHER WEIGHT TO UR PONT OF COMPARATIVE PRACTICES HERE. PRESUMABLY THE IMPACT OF THESE, AS OTHER SUCH ADDED INCREASES, WILL SHOW UP IN THE RESULTS OF THE GENERAL SURVEY.

2. USING DEPARTMENT'S SAME LOGIC (AND SINCE WE CAN SEE NO JUSTIFICATION FOR DILUTING RESULTS OF THE SURVEY BY USING ZERO ENTRIES FOR TWO COMPANIES WHICH EACH GAVE 20 PERCENT), WE FIND

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THAT THE AVERAGE INCREASE ABOVE MANDATORIES GIVEN BY ALL 13

SOURCES IN THE 1973 SURVEY WAS ACTUALLY 14.88 PERCENT. REQUEST
DEPARTMENT'S URGENT APPROVAL OF THIS FIGURE TO BE EFFECTIVE
NOVEMBER 9. DEEPLY APPRECIATE DEPARTMENT'S SYMPATHETIC
APPROACH TO LOCAL EMPLOYEE COMPENSATON.

3. ONCE FINAL FIGURE APPROVED, WILL PROVIDE TELEGRAPHICALLY
COST PER AGENCY TO IMPLEMENT.
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